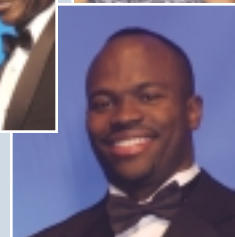


BLACK engineer of the YEAR

Nomination Form 2005



19th Annual Black Engineer of the Year Awards Conference

February 17-19, 2005 Baltimore, MD

www.blackengineeroftheyear.com

BLACK engineer of the YEAR Awards

Employee Recognition at Its Best

Why Nominate?

Recognition.

Visibility.

The keys
to keeping
good
employees.

www.blackengineeroftheyear.com

Let's face it: recruiting top talent is difficult enough. But keeping the good people you have is just as important. When it comes to retaining and recruiting the best possible employees, few things add as much value as employee recognition programs. Study after study has shown that it is neither money nor benefits that allows employers to hang onto the best employees. It's creating an environment where your brightest stars feel appreciated and valued for their day-to-day contributions. It's recognition for a job well done.

And when it comes to telling a valued employee s/he is critical to your organizational success, the Black Engineer of the Year

Awards should be one of the main tools in your arsenal. Sponsored by the Council of Engineering Deans of the Historically Black Colleges and Universities, defense giant Lockheed Martin Corporation, and America's leading general-interest technology magazine for minorities, *US Black Engineer & Information Technology*, these precious awards stand head and shoulders above all others. For its recipients, a Black Engineer of the Year Award takes a prominent place on an already crowded resume.

For 19 years, hundreds of government and Fortune 500 employers have selected the coveted Black Engineer of the Year Awards as part of their

ongoing programs to praise existing employees and highlight their organizations' dedication to diverse hiring and promotion for their core constituencies, customers, and stockholders.

For you, the employer, or for a young person interested in starting a career with your organization, nothing sends a clearer welcome message than highlighting success stories of employees who found the only limitation on success was the extent of their talent and imagination.

Simply nominating an employee says that you value them.

The furious competition for these awards is what makes them so valuable.

What Makes These Awards So Different?

Quality, Integrity, and Value



For most of us, success is its own reward. But recognition certainly helps. And when that recognition comes in the form of the most widely valued award among minority technical people, it is appreciated even more.

Over the past 19 years, some of the most recognized names in engineering and science have won Black Engineer of the Year Awards. Dr. Mark Dean, chief engineer of the original IBM PC/AT computer; Boeing Vice President Walt Braithwaite, the computer wiz behind Boeing's 777; and Rensselaer President Dr. Shirley Ann Jackson, the first Black woman to head a major research university are but a few of the 200 outstanding scientists and engineers to have won this award.

For many of the winners, the award was special because it made them role models for

thousands of young people and inspiration for thousands of their peers who joined to honor them at the "who's who," star-studded Awards Ceremony. However, for each of these winners, nothing stood out more than the fact that their company thought enough of them to forward their nomination packet in the first place.

In the end, these honorees are more than role models, leaders, or professionals on the cutting edge of technology; they are hard-working stakeholders in their organizations, proud to stand before the technical community as examples of boundless possibilities.

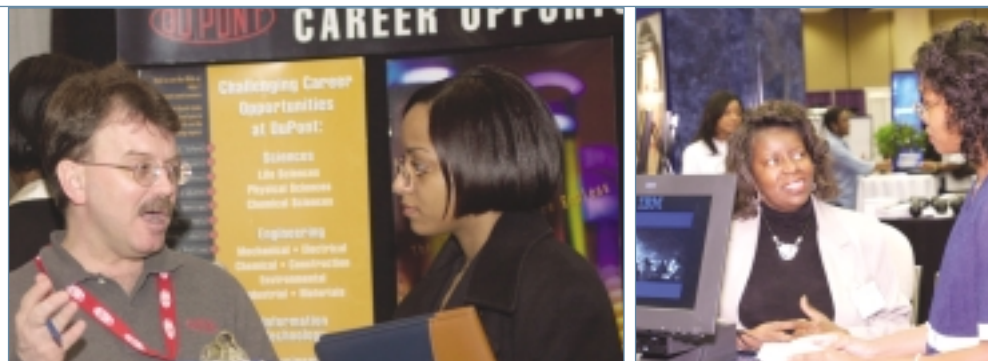
Simply being nominated for an employee recognition award such as the Black Engineer of the Year Award says to an employee that you value her or him. Of course, while we all

want to win, it's not always possible. But the furious competition for these awards is what makes them so valuable. Every year, hundreds of the most outstanding minority technology professionals are nominated. A committee of business executives, university officials, and community leaders are gathered as judges. Over a three-day period, they painstakingly examine each package and select the best, based on a combination of factors. In the end, the difficulty is always that there are so many more deserving candidates than awards. That's why it is so important for you to support your candidate fully.

Some of the most recognized names in engineering and science have won Black Engineer of the Year Awards.

BLACK engineer of the YEAR *Awards*

How Do I Get Started?



www.blackengineeroftheyear.com

Embrace the nomination process as something that is valuable. First, if possible, get a senior-level executive to send out a memo to all of your organization's technical managers, requesting nominations. Through this process, managers may take a first or second look at someone deserving of recognition.

Second, make your nominees feel special. Hold a special luncheon for them, giving them your own organization's award

for being nominated. Highlight them in your organization's newsletter. In other words, take this nomination as an opportunity to show the importance of diversity in your company or agency.

Of course, the most important part is actually sending your nominations off for the national competition, but, by then, winning is just icing on the cake. You already will have realized most of the value of this process: Employees feel good

knowing that their organization cared enough and valued them enough to submit their names.

We here at the Black Engineer of the Year Awards Conference also do our part to make everyone nominated feel special. All nominees receive beautiful certificates of nomination that are suitable for framing. In addition, many are featured in articles that appear in our national magazine, *US Black Engineer & Information Technology*.

By making a nomination, you already will have realized most of the value of this process: Employees feel good knowing that their organization valued them enough to submit their names for these awards.

Act Now

So what are you waiting for? You have spent hundreds of thousands of dollars already, building a quality recruiting and retention program. Nominating someone for a Black Engineer of the Year Award costs you nothing and will bring you invaluable goodwill in return. Take a good look at our event. Then look around your company or agency. Make one of your valuable team members feel special. Make sure that team member remains a part of your organization for life.



Complete this nomination form today, gather the supporting documents, and enter your friends, family, or employees into this international competition.

NOMINATION REQUIREMENTS

In all categories, letters of recommendation from managers and executives within the hierarchy of the nominee's sponsoring organization, consideration of the impact of the nominee's responsibilities, effect of the nominee's achievements on the company or facility, breadth of community

outreach activities, and effect on other minorities seeking science and technology careers are very important. Letters describing responses by community leaders and other interested parties to the nominee's activities and achievements also will be considered.

Deadline for entry:
September 30, 2004

Conference Dates:
February 17-19, 2005

Please include the following:

1. Cover letter
2. Current biography or resume
3. Full job description or curriculum vitae
4. Papers and articles by and about the nominee
5. Letters of recommendation
6. Recent photograph in color and in black and white
7. Other supporting materials

www.blackengineeroftheyear.com

Nominee's Name _____

Title _____

Organization _____

Business Address _____

City _____

State _____

Zip _____

Business Telephone _____

Business Fax _____

E-mail _____

Home Address _____

City _____

State _____

Zip _____

Home Telephone _____

**Years of
Professional
Experience** _____

Recommendation Form

(Please print, or attach business card)

I am personally acquainted with the nominee. I hereby endorse the nomination.

Nominator's Name _____

Title _____

Organization _____

Address _____

City _____

State _____

Zip _____

Telephone _____

Fax _____

E-mail _____

Signature _____

Please Check One

Professional Achievement

(more than 5 years)

☐ Industry

☐ Government

Career Achievement

☐ Industry

☐ Government

Outstanding Technical Contribution

☐ Industry

☐ Government

Education

☐ Promotion of Higher Education

☐ College Level

☐ Elementary/Secondary Level

☐ Corporate Promotion

☐ Affirmative Action

☐ Entrepreneur

☐ Community Service

☐ Most Promising Engineer or Scientist

☐ Student Leadership

☐ Technical Sales and Marketing

* ☐ **Deadline for submitting nomination applications for the 2005 Black Engineer of the Year Awards is: September 30, 2004.**

We will keep your completed nomination package on file for two years. Nominees may be considered for future CCG events.

☐ I am interested in attending the 2005 Black Engineer of the Year Awards Conference. Please send me additional information.

* Visit www.blackengineeroftheyear.com for detailed descriptions of the awards categories.

If you wish to make additional nominations, please duplicate this form. Send to:

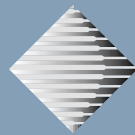
Career Communications Group, Inc.

729 E. Pratt Street, 5th Floor

Baltimore, Maryland 21202

Phone: 410/244-7101

Fax: 410/752-1837



CAREER
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